

Anton Philips



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Introduction

TMA Talent Assessment measures your drives, talents, motivation and 53 competencies.

Drives and talents

Drives are the building blocks of a person's personality. They define one's personality, so to speak. Drives have a major influence on people's behavior and their (potential) development. Talents are the positively worded behaviors and explanations of high and low scores of the drives.

Motivation

Drives and deriving talents are important factors that may stimulate or restrain a person's behavior. Behavior is not only determined by what a person can do (competencies and cognitive capabilities) but also by what he wants to do (drives and talents). All of it takes place in a certain environment that stimulates or hinders. Tasks that are suited to personal drives and talents are usually seen as motivational.

Meaning of scores

The responses to the questions are compared to a norm group and converted to a 9 point standard scale with a mean of 5 and a standard deviation of 2 (stanine).

The underlying basis for obtaining a stanine (an abbreviation for Standard Nine) is that a normal distribution is divided into nine intervals. The mean lies approximately in the centre of the fifth interval and it has a standard deviation of two. Test scores are interpreted and scaled to stanine as shown in the table below.

Stanine	Class size	Description
1	4%	Very low
2	7%	Low
3	12%	Low
4	17%	Average
5	20%	Average
6	17%	Average
7	12%	High
8	7%	High
9	4%	Very high

Consistency

The questionnaire contains a number of questions that measure the consistency of the answers. This indicates whether a candidate produces random answers. Below you will find the candidate's consistency score on a 10 point scale:

Consistency score: 6

The candidate has answered the questionnaire somewhat consistently. The report is most likely to depict a more or less accurate image of the personality.

Description of personality

Summary

Description of the talents of Mr Philips:

He virtually always shows respect to other people, and stands in awe for those he regards as a role model. He is very sensitive to structures of hierarchy and finds it difficult to approach superiors or other figures of authority. He has a very strong need for order and structure. As soon as tasks or situations become somewhat difficult he will readily ask for help or support from others. Especially in difficult situations he likes to check his solutions to problems with others and strongly needs other people's support. He will conform to existing rules or culture without any difficulty. He is someone who will respond quickly and quick-wittedly and does not shy away from conflicts. He is assertive, can stand up for himself and will regularly seek a confrontation. It seems fair to say he has a strong need for other people's recognition of his achievements. This means he has a strong need to receive compliments and approval in order to stay motivated.

He has social empathy and tact. He can vividly imagine what someone else has experienced and has the 'not necessarily functional' ability to put himself in other person's shoes. He is reasonably persistent when experiencing adversity or challenges. In his work he tends to direct towards a goal rather than focus on the process even though he will take the process into account. When the situation calls for it, he is willing to help others. Depending on the situation, he will respond in a businesslike or accommodating fashion. He will presume other people will take their own responsibility if he thinks they can handle it. He is slightly more focused on the team than on his own individual approach. His need for feedback or for consultation in general is also above average. The results show that Mr Philips can put his work into perspective but is not always inspired by competition or (external or internal) pressure to achieve in his job. This is reflected in his level of ambition which indicates that he will usually make an effort to achieve his personal goals and perform well. It is likely that other factors in his job, such as work environment, are of greater importance to him personally.

He will feel at ease when focusing on a limited number of tasks since he would rather concentrate on a few tasks in order to perform them well than on several with a poorer result. He will consider various points of view before making a decision and take some time before doing so. He is at his best in small circles and in one on one situations. In groups, he may come across as serious and tends to stay in the background; he leaves room for others and usually prefers to let them do the talking. This sometimes results in him being somewhat overlooked by others. He is strongly selective in his contact with others. He is very modest. He will probably have serious difficulty accepting his mistakes and will do whatever it takes to avoid this. In performing tasks he is usually focused on the bigger picture and his approach is often more abstract or theoretical than practical in nature.

He tends to regard requests and assignments as urgent and important as soon as he experiences a certain amount of pressure. He has to be careful not to attach too much importance to such things in order to retain his peace of mind. His relationships are usually based on equality. It is not consistent with his personality to impose his views and opinion on others. He is rather compliant. As a consequence, he may have difficulty convincing someone else in a dominant manner of his ideas, interests or vision. He does not always have the energy to get things done. People around him will probably regard him as a very calm person who likes to take a break. He prefers not to be in a leadership position at all.

Qualities and pitfalls overview

Qualities of Mr Philips:

- Is very respectful towards superiors. Readily admires other people's achievements.
- Keeps appointments and meets deadlines. Strives to minimize chaos. Is structured and methodical.
- Is not afraid to ask for help, especially in difficult situations.
- Is very assertive, defines clear limits.
- Readily conforms to existing structures. Likes to meet other people's expectations.
- Very much appreciates being complimented. Values a professional appearance.
- Leaves room for others, shows respect for other people.
- Prefers quality over quantity in social contacts.
- Will not readily push other people aside.
- Is self-critical and unlikely to overestimate himself.
- Is patient, quiet and reactive rather than proactive.
- Has little difficulty releasing responsibilities.
- Focuses on process and theory; does not always have utility in mind.

Pitfalls of Mr Philips:

- Placing others on a pedestal too readily. Steering away from powerful people.
- Clinging onto existing structures at times.
- Being dependent on other people's support.
- Possibly coming across as too confrontational.
- Risking over-sensitivity to compliments.
- Avoiding being the center of attention.
- Possibly coming across as reserved.
- Not wanting to decide for other people which way to go.
- Possibly underestimating himself.
- Not having enough energy to achieve goals.
- Possibly being reactive.
- Being too theoretical; not thinking in terms of utility and solutions.
- Having difficulty dealing with pressure.

DNA of TMA Talents

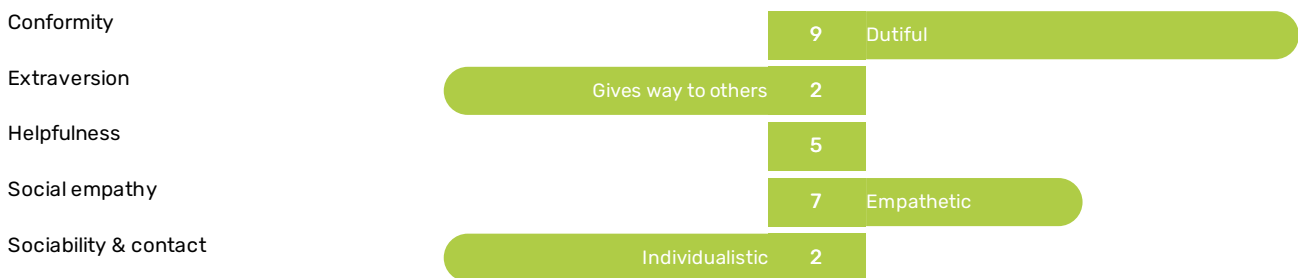
Emotional balance



Motivation



Social talents



Influential talents



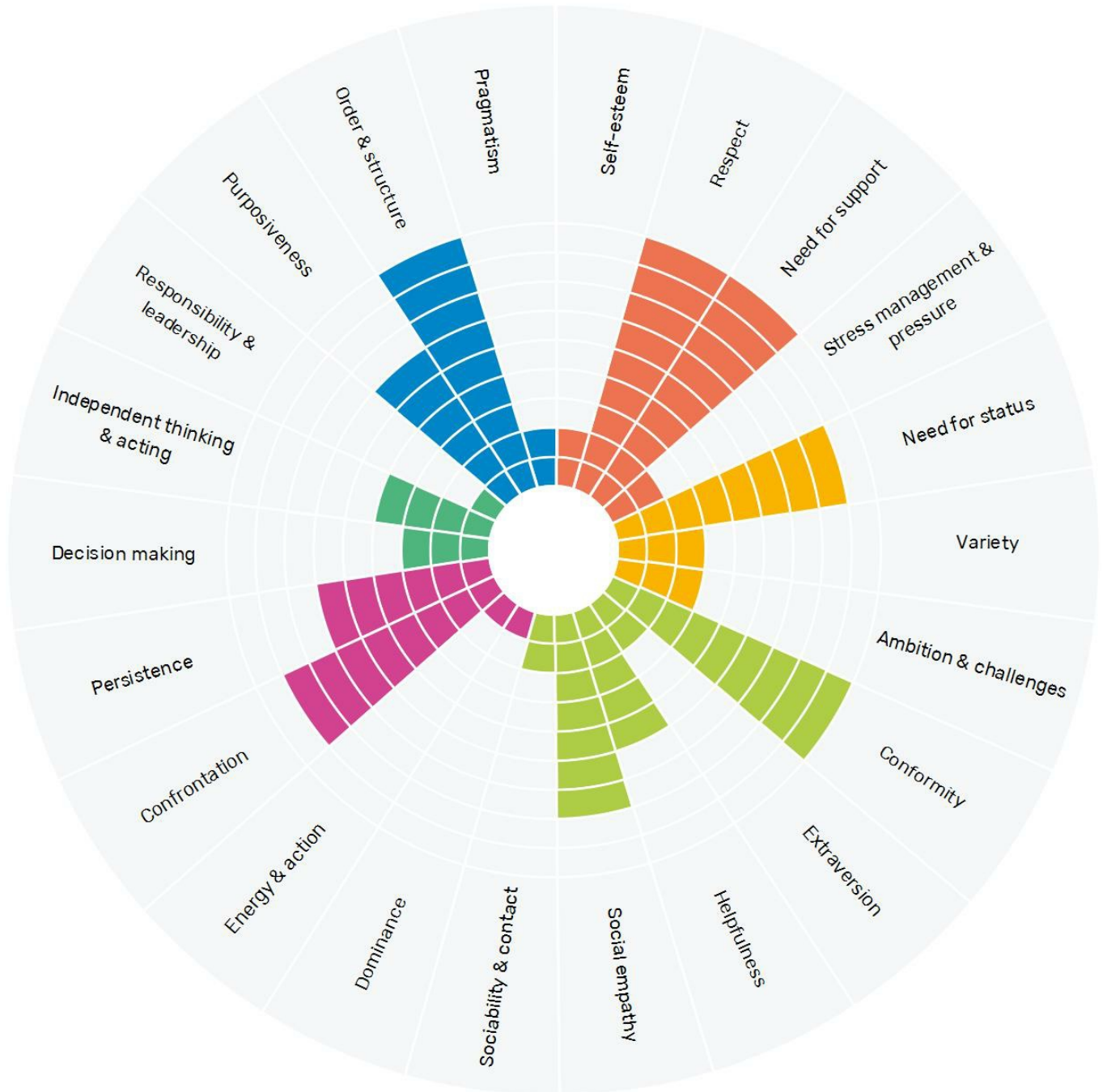
Leadership talents



Organizational talents



DNA of TMA Talents



- Emotional balance
- Motivation
- Social talents
- Influential talents
- Organizational talents
- Leadership talents

Conclusion